

WYMT-TV
EEO PUBLIC FILE REPORT
April 1, 2009 – March 31, 2010

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Anchor/Reporter/Producer	1-21, 25, 27, 38	27
Anchor/Reporter/Producer	1-21, 25, 27, 38	25
Anchor/Reporter/Producer	1-21, 25, 27, 38	27
Internet Account Executive	1-23, 27, 30, 38	22
News Producer	1-21, 25, 27-29, 36	27
News Producer	1-21, 25, 27-29, 36	29
Overnight Camera Operator/MCR Operator	1-21, 23, 29	23
News Producer	1-23, 25-29	29
Anchor/Reporter	1-23, 25-29	20

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	LKLP C.A.C., INC. Judy Keen, Supervisor P. O. Box 155 Jeff, KY 41751 Telephone # 606-439-1362	N	0
2	Lincoln Memorial University Attn: Larry Thacker Career Placement/Planning Coordinator Harrogate, Tennessee 37752 Telephone # 423-869-3611	N	0
3	Cabinet/Workforce Development Department of Employment Services Attn: Paul Olinger P. O. Box 7130, 742 High Street Hazard, KY 41702 Telephone # 606-435-6038	N	0
4	Midway College, Career Placement Attn: Sarah Morgan 512 E. Stephens Street Midway, KY 40347 Telephone #859-846- 5390	N	0
5	NAACP Placement Office 498 Georgetown Street Lexington, KY 40508 Telephone # 859-252-7336	N	0
6	National College Tena Varney, Career Ctr. Director 2376 Sir Barton Way Lexington, KY 40509 Telephone # 859-253-0621	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
7	Morehead State University Attn: Julia Hawkins, Career Serv. Dir. 322 Allie Young Hall Morehead, KY 40351 Telephone # 606-783-2233 http://morehead-csm.symplicity.com/employers	Y	0
8	Hazard Community & Technical College Attn: Renee Back, Career Counselor One Community College Drive Hazard, KY 41701 Telephone # 606-436-5721	N	0
9	Alice Lloyd College Janet Johnson, Dir. of Career Services 100 Purpose Road Pippa Passes, KY 41844 Telephone # 606-368-6136	Y	0
10	Berea College Career Dept. Mary Lamb, Coordinator CPO 2198 Berea, KY 40704 Telephone # 859-985-3316	Y	0
11	University of the Cumberlands Debbie Harp, Dir. Counselor of Careers 7528 College Station Drive Williamsburg, KY 40769 Telephone # 606-539-4259	Y	0
12	Eastern Kentucky University Dept. of Communications Attn: Maureen Everett, Professor 317 Combs Building 521 Lancaster Avenue Richmond, KY 40475-3102 Telephone # 859-622-1878 http://eku-csm.symplicity.com/employers	Y	0
13	Lees College Marilyn Brown, Counselor 601 Jefferson Jackson, KY 41339-1196 Telephone # 606-464-5005	N	0

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14	Pikeville College Brenda Maynard, Dir. of Career Dev. 147 Sycamore Street Pikeville, KY 41501-1194 Tel. # 606-437-3462 or 432-9319	Y	0
15	Southeast Community College Attn: Chris Jones 700 College Road Cumberland, KY 40823 Telephone # 606-633-0279	N	0
16	Union College Laura Williams, Dir. of Career Planning 310 college Street, CPO 19 Barbourville, KY 40906 Telephone # 606-546-1258	Y	0
17	University of Tennessee- Career Services Attn: Shawna Bussell 100 Dunford Hall , 915 Knoxville, TN 37996 Telephone # 865-974-5435 Fax # 865-974-6497	Y	0
18	Kentucky State University Ron Banks Office of Placement 400 East Main Street Frankfort, KY 40601 Telephone # 502-597-5998	N	0
19	University of Kentucky Career Center Attn: Naitore Kiogora, Employer Relations Team 408 Rose Street Lexington, KY 40506-0494 Telephone # 859-257-2746	Y	0
20	Western Kentucky University Attn: Judith Owen, Career Service Center 1 Big Red Way Bowling Green, KY 42101-3576 Telephone # 270-745-2756 Top Jobs www.wku.edu/CareerServ/employer.htm	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
21	Gray Television Group-website Attn: Jane Ploeger	N	0
22	Posting on WYMT-TV's website	N	1
23	On-Air Announcement on WYMT-TV	N	1
24	Internal Candidate/Internal Transfer	N	0
25	www.TVJobs.com	N	1
26	www.Medialine.com	N	0
27	Employee Referral	N	3
28	Non-Employee Referral	N	0
29	Walk-In/Self-Referral	N	2
30	Ad in <i>Hazard Herald Voice</i> Newspaper Attn: Jenny Jones Fax # 606 436-3140	N	0
31	Ad in <i>Middlesboro Daily News</i> Newspaper Attn: Mary Gordon Fax # 606 248-7614	N	0
32	Ad in <i>Troublesome Creek Times</i> Newspaper Attn: Mike Sexton Fax # 606-785-0105	N	0
33	Ad in <i>The Mountain Eagle</i> Newspaper Attn: Pam Walker Fax # 606-633-2843	N	0
34	Ad in <i>Harlan Daily Enterprise</i> Newspaper Attn: Wylene Minniard Fax # 606-573-0042	N	0
35	Ad in <i>Sentinel Echo</i> Newspaper Attn: Karen Brummett Fax # 606- 878-7404 Email: classdisplay@sentinel-echo.com	N	0
36	Former employee (re-hire)	N	0
37	Collective Talent	N	0
38	FindKYJobs.com website	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			9

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	WYMT-TV general internships are available to students who exhibit an interest in, or are pursuing a career in broadcasting or a related field. During the reporting period, the station hosted a total of 5 interns: 1 student in the production and sports departments, 1 student in the news department, 1 student in the sales department, and 2 students in the sports department.
2	Participate in job fair	WYMT-TV's Production Manager attended Hazard Community & Technical College's Career Fair, on the Hazard campus (Hazard, Kentucky) on October 22, 2009.
3	Participate in job fair	WYMT-TV's Business Manager attended a Career Fair hosted by National College and Big Sandy Area Community Action Program on the National College campus (Pikeville, Kentucky) on March 25, 2010.

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
4	Event or program sponsored by educational institution relating to career opportunities in broadcasting	<p>The station continually participates in career mentoring and shadowing programs sponsored by regional elementary, high schools, colleges and universities. WYMT-TV participates in these events by allowing staff members to meet and work with students, face-to-face, to introduce / demonstrate various career opportunities in the broadcast field.</p> <p>During this reporting period, on December 4th, 2009, WYMT-TV's News Reporter and 6 P.M. Anchor attended the Communications Now Networking Opportunity Workshop on Eastern Kentucky University's campus (Richmond, KY). The News Reporter/Anchor spoke to the group about news gathering and the broadcasting business in general. This workshop was presented by the Department of Communications.</p>
5	Event or program sponsored by educational institution relating to career opportunities in broadcasting	<p>The station continually participates in career mentoring and shadowing programs sponsored by regional elementary, high schools, colleges and universities. WYMT-TV participates in these events by allowing staff members to meet and work with students, face-to-face, to introduce / demonstrate various career opportunities in the broadcast field.</p> <p>During the school year, WYMT-TV provides Jim's Weather Class, a program through which teachers can call on the station's weather staff to visit their classrooms and discuss weather forecasting with the students. During this reporting period, WYMT-TV's Chief Meteorologist conducted an educational weather class at Inez Elementary (Martin County, Kentucky) on March 5th, 2010. The station promotes the availability of Jim's Weather Class program on air, and on the station's website.</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
6	Event or program sponsored by educational institution relating to career opportunities in broadcasting	<p>The station continually participates in career mentoring and shadowing programs sponsored by regional elementary, high schools, colleges and universities. WYMT-TV participates in these events by allowing staff members to meet and work with students, face-to-face, to introduce / demonstrate various career opportunities in the broadcast field.</p> <p>During this reporting period, on March 18, 2010, WYMT-TV's Promotions Manager and Producer / Host of a station-created series about life in Eastern Kentucky, participated in a mentoring event at the Kentucky School of Bluegrass and Traditional Music (Hyden, KY). He spoke to a group of 15 students about his work on the WYMT-TV Appalachian series, and he had arranged to have a Modern Appalachian Musician come to also speak and play his music for the school. The school and the musician had both been featured on the station's series, but WYMT-TV's Promotions Manager brought all three (the school, the musician, and his own talent) together for this special mentoring session.</p>

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7	Event or program sponsored by educational institution relating to career opportunities in broadcasting	<p>The station continually participates in career mentoring and shadowing programs sponsored by regional elementary, high schools, colleges and universities. WYMT-TV participates in these events by allowing staff members to meet and work with students, face-to-face, to introduce / demonstrate various career opportunities in the broadcast field.</p> <p>During this reporting period, on May 18, 2009, WYMT-TV's Production Editor spoke to a group of 15 students at Cawood Elementary School (Harlan, Kentucky) on the subject of broadcasting. The Editor gave the students a description of general television operations at WYMT-TV, including his own job description, how news is produced, how commercials are edited, and the programming process. The students were then given an opportunity to interact with the Editor by taking turns reading a script in front of a camera. The session ended with a general Question and Answers session.</p>
8	Training of management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	All WYMT-TV Department Heads, the EEO Administrator, and the General Manager attended an in-house meeting to review the station's EEO procedures and hiring practices on April 21, 2009.

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
9	Participate in scholarship program designed to assist students interested in pursuing a career in broadcasting	<p>The Ralph Gabbard Memorial Broadcast / Communications Scholarship program is a spin-off of the televised annual WYMT-TV Mountain Basketball Classic project. WYMT-TV appointed an independent Committee (of which the station's General Manager, General Sales Manager and News Director are non-voting, active members) to oversee the scholarship selection process. The WYMT-TV staff handles the majority of the scholarship program, including all paperwork and correspondence, generating scholarship funds by securing business donations and soliciting Kentucky colleges and universities to match awards, and (in conjunction with the Committee) soliciting scholarship nominees from area high schools. WYMT-TV films, edits and airs features highlighting the scholarship recipients and prints a tournament program book highlighting current nominees and past recipients. The station also publicizes the scholarship annually in Kentucky's "Affording Higher Education" publication.</p> <p>During this reporting period, this WYMT-TV scholarship program selected a total of four (4) high school seniors to receive \$1,000 (each) in academic scholarships to assist in their continued education. The four (4) recipient students were from Corbin High School (Corbin, KY), Hazard High School (Hazard, KY), Knott County Central High School (Hindman, KY), and Belfry High School (Belfry, KY).</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
10	Participate in scholarship program designed to assist students interested in pursuing a career in broadcasting	<p>The Tony Turner Memorial Broadcast Scholarship program is a spin-off of the annual WYMT-TV Golf Classic project. WYMT established a perpetual endowment fund with the Bluegrass Foundation in order to provide scholarships for aspiring broadcasters from the mountains of eastern Kentucky. WYMT-TV solicits the nominees from area high school guidance counselors, then a scholarship committee, which includes three station employees, selects the winners. Collected entry fees for a station event, the annual WYMT Golf Classic, as well as donations from the general public, fund these scholarships. WYMT films, edits and airs a feature news package on the recipient(s) within the golf show and also lists the scholarship nominee(s) and winner(s) in an annual event program book. WYMT also publicizes the scholarship annually in Kentucky's "Affording Higher Education" publication.</p> <p>During this reporting period, this WYMT-TV scholarship program selected a total of four (4) high school seniors to receive \$1,500 (each) in academic scholarships, on March 23, 2010, to assist in their continued education. The four (4) recipient students were from Estill County High School (Irvine, KY), Shelby Valley High School (Shelby Valley, KY), The Piarist High School (Martin, KY) and Corbin High School (Corbin, KY).</p>